

SINCE 1972

Village Business Institute Employee Assistance Program

Help Promote Wellness in Your Organization.



Face-to-Face Personal Counseling

VBI provides face-to-face counseling to your employees and no barriers to service.

According to the U.S. Department of Health & Human Services:

- Depression is estimated to cost U.S. businesses and organizations **\$44 billion** annually
- **70%** of physicians visits are directly related to stress
- **22%** of American adults suffer from a diagnosable mental disorder in a given year
- **500 million** workdays are lost annually due to alcoholism

According to VBI's own ROI research:

- **39%** decreased absenteeism post-counseling through our EAP
- **11%** improved productivity rating post-VBI EAP counseling
- **26%** reported general improvement in health post-EAP counseling
- **98%** of employees who accessed The Village Business Institute's EAP reported that the EAP was a valuable benefit

- Household Aggregate Model**
- Highest Standard of Confidentiality**
- Face-to-Face Personal Counseling**
- Web-Based Counseling**
- Financial Counseling**
- Legal Counseling**
- 24/7 Crisis Counseling**
- Chemical Dependency Evaluation & Education**
- Wellness Programs**
- Health Risk Assessment**
- Nutrition Counseling**
- Monthly Employee Newsletters**
- Quarterly Supervisor Newsletters**
- Village EAP User Website**
- Posters/Materials/E-Promos**
- Employee Orientations**
- Supervisor Orientations**
- Supervisor Help Line**
- Training & Development**
- Utilization Reports**
- *Formal Referrals**
- *Consulting**
- *Crisis Management Services**

**Reduced NDPERS EAP Rate*

<p>Jara Enger, Account Executive 701-451-5032 or 1-800-627-8220 jenger@thevillagefamily.org</p>	<p>Charlie Lindberg, Account Executive Manager 701-451-5034 or 1-800-627-8220 clindberg@thevillagefamily.org</p>
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www.VillageEAP.com (password: VillageEAP)



www.TheVBI.com | 800.627.8220



Training & Development

Supervisors and employees in any organization face multiple challenges as they strive to create a positive working environment, maintain high levels of work productivity, and find a balance between their work and personal lives. **Who are you going to trust to deliver the training and development needs of your organization?**

VBI Training & Development Delivery Options:

- Face-to-Face
- Live Webinars
- On-Demand Video

VBI Training Topics

Topics include but are not limited to:

Team Training and Development – Conflict resolution, effective communication, team building, intergenerational teams, dealing with difficult personalities, and workplace diversity.

Supervisory Training and Development – Supervisor basics, leading effective teams, developing the leader in you, creating a culture of accountability, performance management, emotional intelligence, and LEAN training.

Compliance Training – Drug-free workplace, reasonable suspicion, preventing harassment, handling harassment complaints, workplace violence, and bullying.

Employee Training and Development – Overcoming negative attitudes, understanding your communication style, serving the difficult customer, and providing exceptional customer service.

Wellness Training – Stress management, handling personal change, work/life balance, money management, mindfulness, compassion fatigue/burnout, cash management, and living on less.

Financial Counseling

The Village EAP can help your employees make positive financial decisions. Some of the tools through our Financial Resource Center include: Financial Review; Debt Management Plan; Housing Counseling; Financial Coaching; Credit Report Reading Service; and Pre-Marital Financial Review in addition to many other services.

The IFEBP report, Financial Education for Today's Workforce: 2016 Survey Results, includes responses from organizations in the U.S. and Canada. Employers—typically HR benefit managers—revealed that their workers are struggling and stressed over:

- Debt (66 percent of respondents)
- Saving for retirement (60 percent)
- Saving or paying for children's education (51 percent)
- Covering basic living expenses (48 percent)
- Paying for medical expenses (36 percent)

How Jobs Are Affected:

Four out of five employers report that their employees' personal financial issues are impacting their job performance somewhat, very much or to an extreme degree, according to the IFEBP survey. This results in:

- An increase in stress among employees (reported by 76 percent of employers)
- Workers' inability to focus at work (60 percent)
- Absenteeism and tardiness (34 percent)
- Workplaces are also seeing stress within the "sandwich generations." Over a quarter of employers reported that a significant portion of their workers are challenged by both supporting their children (sometimes grown) and aiding elderly parents